

enough, he told the group. A small manufacturer, he said, has to make something distinctive and difficult for its customers to do without, and that requires investing in new designs and processes.

Mr. Rhoades spends about 15% of his company's sales on research and development, a surprisingly high percentage for a machine-tool maker. Many small and private companies are conservative and cautious about spending, in part because they don't have public investors to help them raise cash. That's where being private has its limitations, he says. The upside, he says, is that he is freer to focus on the long term, rather than on quarterly results.

Mr. Rhoades's newest and most promising technology, invented at the Massachusetts Institute of Technology, is a process for custom-making hundreds of different parts using a single machine. Rather than stamping a piece out of metal, the new process uses a computer scan of a part to create a copy of it, building it up layer by layer from a mixture of powdered metal and glue, which is then fused in a furnace.

Mr. Rhoades says the process eventually could be used by airlines or by auto shops that want to make replacement parts on site, rather than waiting for them to be delivered.

And that's why he's hiring. He needs metallurgists and people with computer and software skills, many of whom as recently as two years ago wouldn't have considered working for a machine-tool maker. "It just got to an unhealthy point where people were being drawn out of the work force and into dot-coms when they could make a bigger economic contribution" by working in mainstream manufacturing, he says.

Manufacturers create a local multiplier effect. They go through a lot of nuts, bolts, grease and paper clips, often relying on other local businesses and keeping their dollars in the community. They use the local delivery service, the local trucking company. Home sales here rose 41% in May, and while there's no direct correlation between robust real-estate sales and an uninterrupted flow of coated metal, it can't hurt either.

Last year, U.S. Tool & Die spent \$467,853 buying office supplies, gloves, cleaning materials, fasteners, bolts, grinding wheels, sanding belts and lifting devices such as slings from local suppliers. Steel to make its products comes from nearby Allegheny Ludlum Corp.

U.S. Tool & Die has survived by evolving. Formed about 50 years ago, it was engaged in the most basic aspect of manufacturing: making parts under contract for customers in the steel industry. In the mid-1970s, it began making racks to store spent nuclear fuel. It didn't change its business, remaining a contract manufacturer, but it changed markets completely. Now, it has contracts all over the world.

While U.S. Tool & Die's Mr. Moscardini credits the company's strong sales to dominating a particular niche, others seem to be doing well, too. "People I associated with in metal working and manufacturing, everyone seems healthy. We probably have 15 to 20 machine shops supporting us with subcontract work, and these guys are all busy."

John Ross, executive vice president of manufacturing at Kurt J. Lesker Co.,

Last year, Lesker, which has 200 employees and \$40 million a year in sales, expanded its work force by 15%. This year, Mr. Ross says, it plans to expand another 7%. He says Lesker's biggest problem is a shortage of skilled workers, such as welders and machinists.

A few years ago, Mr. Ross got together with some other area manufacturers to discuss the problem. With the help of Duquesne University in Pittsburgh and a local foundation, they developed a training program aimed at people who had planned to go to college and indicated an interest in a career but had ended up in dead-end jobs. So far, Lesker has hired about 15 graduates of the program, which is called Manufacturing 2000, including Dan McKenzie.

#### MORE EARNING POWER

Mr. McKenzie, 27, had just finished a stint with the Marine Corps and was working in a pizza shop. He saw the program's ad for free training and jumped on it. Now, he works for Lesker as a machinist and has taken some college courses toward an industrial-engineering degree. As a result, Mr. McKenzie, who made \$8.50 an hour delivering pizza, has seen his earning power increase substantially. The average annual wage in the manufacturing sector here is \$42,000. The sector, which employs about 15% of the region's workers, accounts for 20% of the region's wages, according to Barry Maciak of Duquesne's Institute for Economic Transformation.

Local companies paid \$1,250 for each Manufacturing 2000 graduate and considered it a bargain. "We don't have the resources to train and recruit that larger companies have," says Lesker's Mr. Ross. Once it gets people, the company is loath to lose them.

Moreover, the average age of machinists, welders and tool grinders is 43, and welders rarely wait until they are 65 to retire because their work is so physically demanding. So, the company has to think about the future.

But Lesker also feels a loyalty to its work force, a luxury many public companies can't afford. Kurt Lesker III, Lesker's president, remembers sales plummeting after the fall of the Berlin Wall dried up the company's defense-related business. "We went through several years of break even. We could have laid off. We decided to keep everyone because it had to get better," he says. "If it was a public company, I would have been fired."

#### PERSONAL EXPLANATION

##### HON. BOB RILEY

OF ALABAMA

IN THE HOUSE OF REPRESENTATIVES

Wednesday, July 11, 2001

Mr. RILEY. Mr. Speaker, I was unavoidably detained for rollcall No. 211, Encouraging Corporations to Contribute to Faith-Based Organizations. Had I been present I would have voted "yea". I was also unavoidably detained for rollcall No. 212, Expressing the Sense of Congress in support of Victims of Torture. Had I been present I would have voted "yea". I was also unavoidably detained for rollcall No. 213, Authorization of the Use of the Rotunda for Presenting Congressional Gold Medals to the Navajo Code Talkers. Had I been present I would have voted "yea".

#### PERSONAL EXPLANATION

##### HON. EVA M. CLAYTON

OF NORTH CAROLINA

IN THE HOUSE OF REPRESENTATIVES

Wednesday, July 11, 2001

Mrs. CLAYTON. Mr. Speaker, on Tuesday morning June 26, 2001, I was unavoidably detained and as a result missed one rollcall vote. Had I been present, I would have voted "yea" on rollcall No. 195, on approval to the House Journal of Tuesday, June 26, 2001.

#### PERSONAL EXPLANATION

##### HON. EVA M. CLAYTON

OF NORTH CAROLINA

IN THE HOUSE OF REPRESENTATIVES

Wednesday, July 11, 2001

Mrs. CLAYTON. Mr. Speaker, on Thursday morning June 28, 2001, I was unavoidably detained and as a result missed one rollcall vote. Had I been present, I would have voted "nay" on rollcall No. 199, on agreeing to the Tancred of Colorado Amendment on H.R. 2311.

#### HONORING FRITZ BRENNECKE

##### HON. SCOTT McINNIS

OF COLORADO

IN THE HOUSE OF REPRESENTATIVES

Wednesday, July 11, 2001

Mr. McINNIS. Mr. Speaker, it is with great pleasure that I take this opportunity to recognize a courageous man for his dedicated years of service to the United States during some of the most horrific times of World War II. I am proud to honor Mr. Fritz Brennecke—a devoted veteran—for his enduring flights over war-stricken Europe as he aided in the effort to ensure Allied victory during the war.

As Mr. Brennecke was harnessed in his waist gunner position aboard a B-24, he fought valiantly against German fighter planes that were attempting to hinder the bombing runs. The waist gunner position, appropriately named for its location behind the wings of the B-24 at the waist of the airship, was capable of defending the aircraft by firing out either side of the fighting bomber. Amidst flak bombs and insistent attacks, it was not unusual for a mission to return to base with only three or four planes out of the original group with nearly seven planes. Throughout his noble service to the United States, Fritz participated in missions attacking Grottaglie, Italy, Ploesti and other German strongholds.

In 1945, the bombing runs subsided and offered the distinguished war veteran an opportunity to return home. Upon returning to Colorado, Fritz completed his formal education at the University of Denver and eventually retired to Montrose after establishing a career in livestock and produce.

Mr. Speaker, while Fritz Brennecke considers the real heroes of World War II to be those who were never able to return home, his recognition with two Presidential Citations and an Air Medal with five oak clusters testify to